

AC - 015

NAF PAY SYSTEM

PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after May 12, 2005, were as follows: Average increases of 37 cents (3.8 percent) for Level 1 and 52 cents (4.1 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 2005.

SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY JOB TITLE</u>	<u>WEIGHTED MATCHES</u>	<u>AVERAGE</u>	<u>RANGE HIGH</u>	<u>LOW</u>
NF - 1				
SALES ASSOCIATE	1167	9.30	16.00	7.25
CASHIER-CHECKER	656	8.70	17.00	6.90
CUSTOMER SERVICE ASST	155	9.95	14.50	6.90
OFFICE CASHIER	24	12.18	16.50	9.45
TELLER	516	10.29	14.90	8.09
DESK CLERK	327	10.41	14.95	9.00
NF - 2				
STORE DETECTIVE	28	10.89	13.75	7.90
HEAD CUSTOMER SVC ASST	17	11.05	12.10	10.56
PAYROLL CLERK	49	14.62	17.36	12.38
SECRETARY	316	15.58	24.92	10.75
ACCOUNTING TECHNICIAN	284	13.93	19.02	10.00
NF - 3				
DEPARTMENT MANAGER	148	13.34	17.25	9.75
EXECUTIVE SECRETARY	181	17.11	28.46	12.81
BOOKKEEPER	194	14.43	19.71	10.58

WAGE AREA : #015 Hennepin, MN

ORDER DATE: March 7, 2005

SURVEY : #020/017-39B